

It's Your Newspaper!

By George Bell

Welcome to the first issue of Via! You've been asking for--and needing--an ODOT newspaper. This is it.

As your editor, let me tell you a few things about Via, and how we on the staff hope to serve you.

First of all, Via will be an employee newspaper. We will print news and information that will make

you a more knowledgeable and effective worker, and give you a greater feeling of membership in the ODOT family.

We will keep you informed about career openings, and suggest ways of increasing your performance and satisfaction with your job.

We'll carry news stories about ODOT activities throughout the state, so that you'll know what's going on and who's involved. As nearly as

possible, we'll cover news from all of ODOT's divisions and, time and space permitting, from sections and units within the divisions.

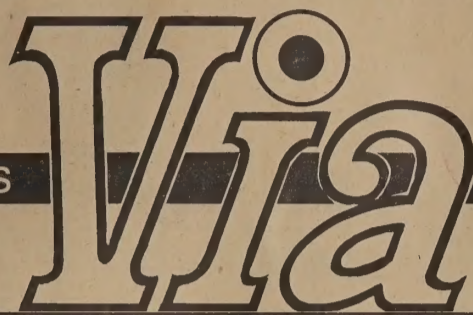
We intend to maintain a rigid publication schedule. Via should be in your hands during the first week of every month. If it isn't for some reason, we want to hear from you.

In fact, we'd like to hear from you, period. Via is your newspaper, so don't be shy about telling us

what you think about it, or how you'd like to see it changed.

Via? Webster's lists "via" as a Latin word meaning "road" or "highway," as in Via Roma, the ancient Roman Highway. One of its secondary meanings is a "channel of communication."

That's what we want Via to be. And that's what your staff is dedicated to produce, now and in the months ahead.



OREGON DEPARTMENT OF TRANSPORTATION

VOL. 1, NO. 1

104 STATE HIGHWAY BUILDING, SALEM, 97310

APRIL 1976

Licenses Get 'New Look'

Driver licenses in Oregon will have a new look after July 1 when the Motor Vehicles Division of ODOT begins issuing color photo driver licenses.

With about three months to go, major elements of the implementation program are on schedule, according to Division Administrator Chester W. Ott. The Polaroid Corporation was the successful bidder to provide Oregon with cameras, film and other equipment needed for the program. DMV will pay the vendor only on a per license issued basis.

Ott says it will take four years to convert all 1.5 million licensed drivers to the photo license format. Conversion will be tied to regular renewal time with one important change to stagger division workloads.

During the first two years of the program -- July 1, 1976 to June 30, 1978 -- drivers with odd-numbered expiration dates, such as July 1, August 9, or September 11, will receive a color photo driver's license when they renew.

Photo driver licenses will be valid for four years, instead of two years, and the fee will be \$9. These drivers will be required to renew in person at one of 47 Motor Vehicles Division offices or at examining stations provided on a scheduled basis in smaller cities.

Drivers with even-numbered expiration dates, such as July 2, August 10, or September 12, will not be required to appear in person

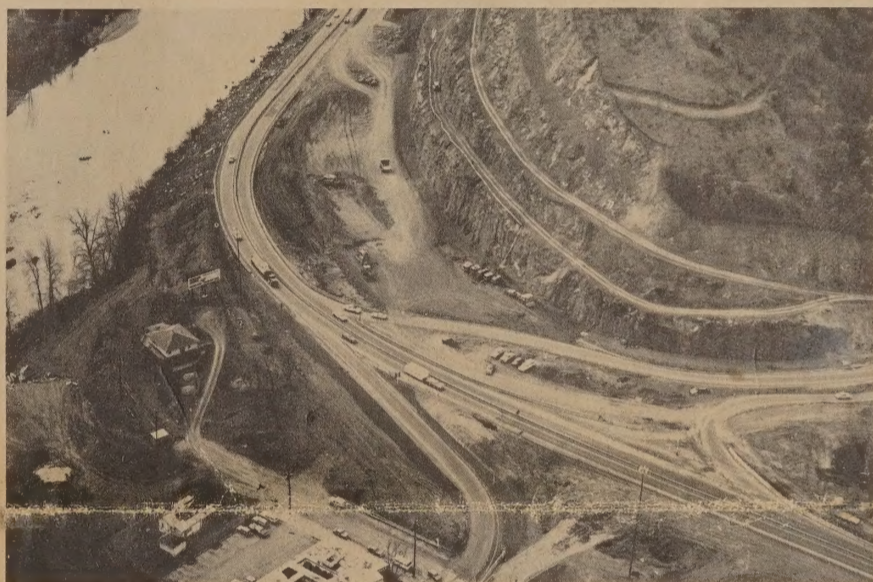
to renew during the first two years of the conversion. In fact, the division hopes they will renew by mail. Their licenses will not have a photo and will be valid for only two years, the same as at present. The fee will remain \$4.

Ott says although drivers with even-numbered expiration dates are not scheduled to receive licenses with photos until they renew from July, 1978 to June, 1980, the law permits them to request a photo license by coming to a field office. If they do, they will pay a \$5 fee, \$1 more than at present and their licenses will still be valid for only two years.

All original or first-time licenses issued on or after July 1 will be the photo license type, Ott explained. The law, however, does not authorize issuance of instruction permits with photos. These permits are of short-term duration, a year or less, and will continue to be issued in the paper format.

To implement the program, the division will acquire more than 100 photo license cameras. Two mobile field offices are being equipped to help provide service to remote areas in central and eastern Oregon. Revised driver license forms for the program are now at the printer.

Last step in the implementation program will be training of employees to familiarize office staffs with the new equipment and procedures used in the program. This will take place in June.



Major highway construction projects this spring include one on I-5 near Roseburg (see story on page 6). Photo shows removal of part of Mt. Hebo.

Tourist Revenue Up 11 PerCent

Nearly \$690 million were spent by out-of-state visitors in Oregon in 1975, according to tourist revenue figures recently released by the Highway Division's Travel Information Section.

Data indicates visitor expenditures amounted to \$688,887,000, the most ever spent by travelers in the state. The figure represents an 11 percent increase over 1974's tally, which was the previous high.

While some of the increase in expenditures is attributed to inflation, the study shows that the number of out-of-state visitors to Oregon increased by a little over 2 percent in 1975. The '75 visitor

count was 10.6 million, still below the record 11.2 million visitors counted in 1972.

Visitors traveling to the state via air continued to increase at a faster rate than out-of-state automobile traffic. Number of air travelers to the state jumped by 9.6 percent over 1974, while automobile travelers increased by only 1.3 percent.

Expenditures by out-of-state visitors traveling by air were almost \$170 million, an increase of nearly 18 percent over the 1974 spending figure. The average combined expenditure per visitor by air and auto travelers was almost \$17 per day, according to the report.

Sipprell Ends Four Decades With State

A long and distinguished career of public service will come to an end on April 30 when Ralph B. Sipprell is retired from ODOT with almost 44 years of service.

Sipprell, presently liaison engineer, began his career with the State Highway Division on May 23, 1932, as a rodman-chainman and has been with it ever since, except for the administrative transfer to ODOT. He also worked as a transitman, field draftsman, division office engineer, maintenance office engineer, and was appointed as the first director of permits in 1947, remaining in that post for 15 years.

In 1951, Sipprell began working

with the legislature while director of permits, teaming up with legal counsel to rewrite the state vehicle size and weight statutes.

In 1955, liaison duties between the Highway Division and the legislature were expanded to include all phases of division activities, except for the presentation of the budget which was reserved for the Highway Engineer. He continued in the dual role until 1962 when he was named liaison engineer, a position he has held since.

Sipprell's duties were to furnish information and advice to legislative committees. One knowledgeable highway person remarked that

Sipprell had saved, and made, the division million of dollars because of his work with the legislature.

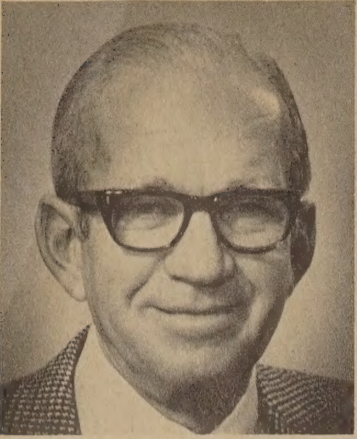
Ralph has many memories of his dealings with the legislature but one incident stands out vividly. It occurred during an interim committee hearing on litter, a subject that was very hot at the time. He testified that while the Highway Division considered litter pickup a must, it also considered roadside maintenance far more important, and if there was a shortage of funds, litter would have to give.

He was informed in no uncertain (Continued on Page 4)



RALPH SIPPRELL

Director's Corner



GEORGE M. BALDWIN

George M. Baldwin, 65, was born in Eureka, Calif. He graduated from Oregon State University in engineering and business administration. He commanded an artillery battalion in the Pacific during WWII. Formerly Multnomah County Auditor and manager of the Port of Portland, Baldwin was appointed Director of the Oregon Department of Transportation in 1971. He and his wife Maurine live in Portland and have two grown children.

As I am sure most of you are aware, I firmly believe in the theory that the success of an organization largely depends on how well its people work together as a team. No matter how well qualified the people, how hard they work, or how extensive the resources supporting them, if they can't work together toward common objectives, they will fail to obtain maximum results.

During my years as Administrator of the Highway Division and Director of the Department of Transportation, I have tried to emphasize these points. However, talking about it is not enough.

We must have good, reliable, and regular communications regarding matters of general interest to all employees concerning the organization and its people. Word of mouth is not sufficient, nor is it always accurate.

One of the best means of communication, that has been proven in many organizations, is an internal publication for employees only. This publication, *Via*, is a culmination of efforts over a period of time to put together something serving all ODOT employees by offering insights into the full scope of Department activities.

The ODOT newspaper is going to be a permanent fixture, and will provide a voice for our diverse interests and responsibilities. I would encourage everyone to contribute their ideas and constructive criticisms to make the newspaper a useful and productive effort.

In the "Director's Corner," I will be keeping you informed of major policy and organizational issues. As you know, the Department has been in transition over the past several months. We are heading toward a fully integrated agency.

Many changes in organizational structures have been designed to attain better utilization of resources through consolidation or coordination of services. For example, both the Aeronautics and Mass Transit Divisions are now receiving considerable support from the Highway Division. In other words, we are extending the team concept to ODOT and its various Divisions.

I hope that this publication will give you all a feeling of belonging to a single organization, the Oregon Department of Transportation, with the single goal of providing the best possible transportation system for the people of this state.

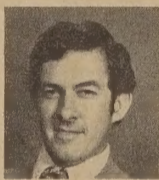
Mass Transit Division

Editor's Note: The following article on the Mass Transit Division is the first of a series of four we intend to publish in order to familiarize employees with the range and breadth of activities within ODOT.

The Mass Transit Division, created in 1969 along with the Department of Transportation, is responsible for coordination, planning, research and development of public transportation systems within Oregon. Its seven-member staff includes an administrator, program executive, administrative assistant, three planners and a secretary. Dennis H. Moore, appointed in 1970, is Administrator of the Division.

Division personnel are working on programs to develop a public transportation network within the state. A primary goal of the Division is to establish public transportation as a viable part of Oregon's total transportation system. Part of this goal is to develop public transportation to meet the minimum requirements of those most in need of its services.

At the present time, the Division is administering three federally-funded programs. One special program provides for the elderly and handicapped, involving coordination with 18 separate non-profit corporations. Another program provides transit in four rural areas. The third program offers technical



DENNIS
H.
MOORE

assistance to local areas which do not have the technical knowledge to accomplish good transit planning.

The Division also handles federal financial assistance on a pass-through basis to Lane Transit in Eugene and the Salem bus system.

From state funds, the Division has just completed experimental bus projects in six areas of the state. All the projects are still operating, even though state participation terminated June 30, 1975.

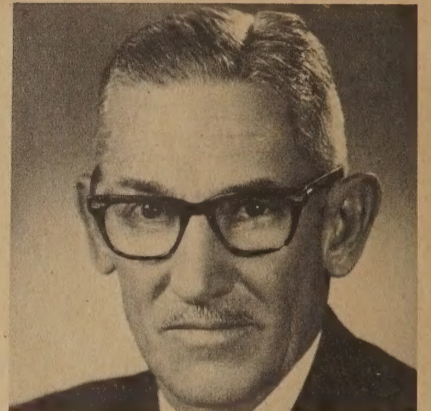
For the new biennium, the Division has \$96,000 to help purchase buses or conduct experimental projects in smaller areas of the state. There are also funds to match federal funds for 50 buses for Tri-Met in Portland and 25 buses for Lane Transit in Eugene.

Funds are also presently reserved in the Emergency Fund for the Department to conduct intercity transportation projects.

Meet The Transportation Commissioners

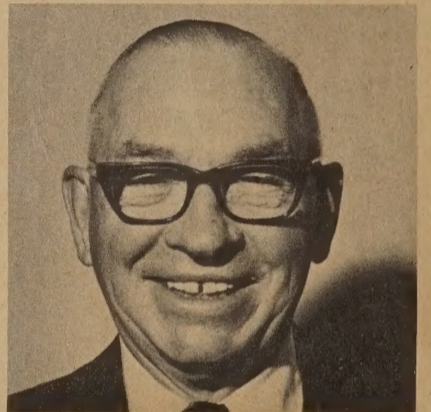
GLENN L. JACKSON, CHAIRMAN

Glenn Jackson, 74, is presently chairman of the Executive Committee of the board of Pacific Power and Light Company and a resident of Medford. He graduated from Oregon State University in 1925 and has served in numerous positions of civic leadership. Jackson was chairman of the Highway Commission prior to his appointment as Chairman of the Transportation Commission. He and his wife Helen have one daughter.



GORDON COLEMAN

Gordon Coleman, 68, is president of the Royal Crown Cola Bottling Co. in Eugene. He was in the dairy business in the Eugene area for 40 years before joining his three sons in the family-owned bottling company. Coleman has been active in civic and community affairs for more than three decades. He and his wife Francine have six grown children.



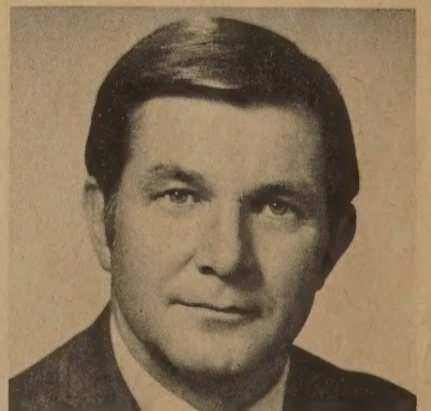
MICHAEL HOLLERN

Michael Hollern, 37, is president of the Brooks-Scanlon Co. in Bend, and has been with the firm since 1965. He is a graduate of Dartmouth College and has his M.A. in business administration from Stanford University. Hollern was a member of the Bend School Board for five years and served on a federal housing task force in 1974. Hollern and his wife Susan have four children.



ROBERT L. MITCHELL

Robert Mitchell, 49, is general agent for the Connecticut Mutual Life Insurance Company in Portland. He is a 1948 graduate of the University of Oregon. He is a member of the Greater Council of Churches and the Portland City Club. He previously served as chairman of the Mass Transit Commission prior to his appointment to the Transportation Commission. Mitchell and his wife Marge have three children.



TOM WALSH

Tom Walsh, 35, is owner of Walsh Construction Co., and has been a Portland-based building contractor since 1961. He is a 1962 graduate of Stanford University with a degree in civil engineering. He is treasurer of Neighborhood House, a community organization in southwest Portland. Walsh and his wife Kathy have two sons.



Merrill Helps Lure More Movie Money

When Hollywood comes to Oregon these days, you can be sure a certain ODOT employee has helped extend the invitation.

Warren Merrill, special projects manager in ODOT's Office of Public Affairs, has been enticing film productions to Oregon since 1968.

At that time, the Governor's Office was contacted by Paramount Studios to help scout locations for "Paint Your Wagon." The studio was put in touch with Merrill, who was then with the Department of Economic Development.

Merrill estimates film and television production companies have spent at least \$26 million in Oregon during the last eight years while shooting more than 20 feature films, 15 television programs and about 30 TV commercials.

The last big feature film shot in Oregon, "One Flew Over the Cuckoo's Nest," is attracting rave

notices and Academy Award nominations.

Merrill says locations in southern and eastern Oregon are currently being considered for filming of a major motion picture by Universal Studios. Tentatively titled "The Car," the film will be about a small town threatened by a demonic force.

TV commercials filmed and taped within the last two months include Blue Cross spots in the Bend area, a Bisquick commercial in Eugene and a McDonald's spot in Salem.

Parks Branch Moves Offices

This initial issue of Via should be received by State Parks and Recreation Branch personnel in their new headquarters at 525 Trade Street SE in Salem.

As Via went to press, Parks was gearing up to start its move on March 31 and continue for the next two days. Much of the lighter moving will be done by personnel of the office to save money.

The new offices will be located on the second floor of the Trade Street building. The office area is being completely refurbished to meet office requirements.

Most of the primary phone numbers, including the central office number, 378-6305, will remain unchanged, as will the zip code, 97310.

ODOT Finance, ODOT Operations and Research, and Highway Division Landscape Unit will move into space vacated by the Parks and Recreation Branch.

Summer Park Aide Positions

The State Parks and Recreation Branch held interviews on March 20-21 and March 27-28 at park locations throughout the state to fill the summer Park Aide positions. This was the annual recruitment for seasonal help to work with camper registration, building and ground maintenance and evening slide show presentations.

Actual selection of the summer staff will be made soon from the hundreds of applicants interviewed. Approximately 200 of the nearly 300 positions will be filled by returning Park Aides. Hiring will start in April and continue through May and June.

State Meetings Held On Plan

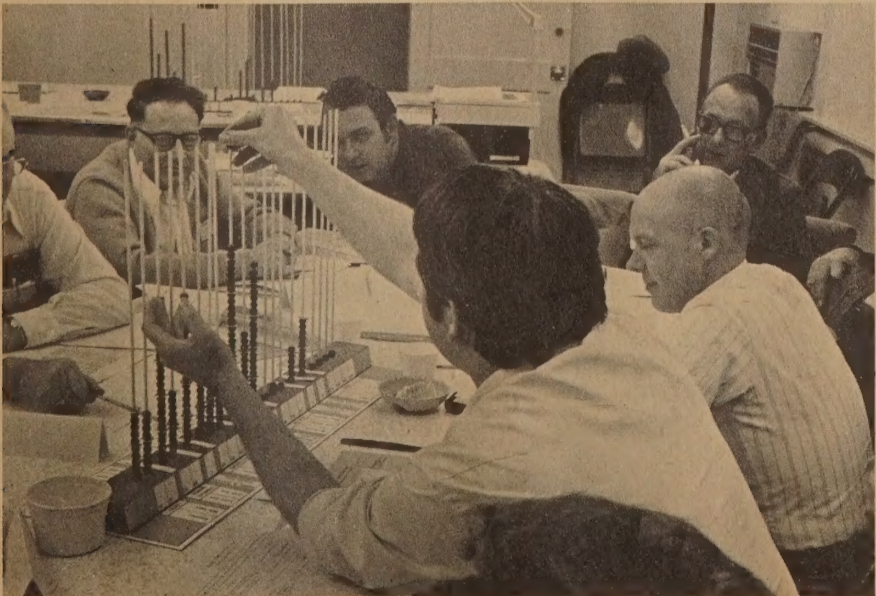
The Oregon Department of Transportation held 10 meetings throughout the state in March to review work on the Oregon Transportation Plan with local officials and citizens.

Meetings were held in Bend, Klamath Falls, Grants Pass, Baker, The Dalles, Astoria, Newport, Coos Bay, Eugene, and Portland.

This marked the third time in the past year that ODOT planners have taken to the road to review work on the long-range study with people around the state.

Development of Oregon's first statewide transportation plan resulted from legislation which created the Oregon Transportation Commission in 1973. As its primary duty, the new five-member commission was instructed to "develop and maintain a state transportation policy and comprehensive, long-range plan for a multimodal transportation system for the state"

The next round of statewide meetings on the plan are tentatively scheduled for June and July.



Klamath Falls citizens work with manual computer during recent public meeting to set local goals for the Oregon Transportation plan.

Straub Picks Group

Governor Bob Straub has appointed an 18-member Willamette River Greenway Committee to advise ODOT and other agencies on matters of policy affecting the 225-mile riverfront program.

Local governments and the State Parks and Recreation Branch are currently working to develop a Willamette River Greenway Plan in compliance with the Land Conservation and Development Commission's goal which sets standards for protection and development of land along river banks.

Governor Straub named Eugene attorney Art Johnson as chairman. Other committee members are:

Lloyd Shaw, Tigard; Peter McDonald, Wilsonville; Clarence Richen, Portland; Adrienne Brockman, Lake Oswego; Borden Beck, Lake Oswego; Frances M. Diemoz, Portland; Vera Springer, Portland; Bruce Hall, Portland; Dan Callaghan, Salem; Alan W. Miller, Monmouth; Earlene Burgess (Mrs.

Fred), Corvallis; Maurie Jacobs, Eugene; Mel Jackson, Eugene; Stan Pintarich, Scappoose; George Van Leeuwen, Halsey; Morris Majors, McMinnville; and George F. Carlisle, Salem.



ARTHUR JOHNSON

Solons Ponder Major Bills; Oregon System To Be Affected

Several major bills significantly affecting the State's transportation system are being considered by Congress. Four of major importance relate to highways, aeronautics, railroads and public transportation:

--The Highway Act of 1975 is now in Conference Committee. A primary thrust is to relax the funding categories allowing the states greater flexibility in applying funds to the highway projects of greatest need. Although House-Senate conferees have successfully resolved most issues, it is expected that a new highway bill will be produced within a month for the President's signature.

--Authority to expend funds under the Airport and Airway Development Act (ADAP) expired on June 30, 1975. The House has passed amendments appropriating \$450 million over the next five years for airport development projects. Action by the Senate appropriating \$540 million is expected momentarily. In the meantime, \$2.2 billion have accumulated in the Airport/Airways Trust Fund at the rate of \$80 million per month. In the absence of prompt action, the bill will not be reported out of Conference Committee in time to undertake any major airport projects during the coming construction season.

--The Railroad Revitalization and Regulatory Reform Act of 1976 is landmark transportation legislation. It is comprehensive and multimodal in its approach to defining the public and community interest in the maintenance of transportation services. It confronts the fundamental political, economic and equity issues involved when the government subsidizes private sector operators. And, it clearly defines the role of the states in the promotion and planning of freight services.

--Amendments to the Urban Mass Transportation Act of 1964 are now being considered by Congress. HR3155 is of particular importance to Oregon. It would authorize operating subsidies for rural transportation projects. It includes a

proposed requirement for designing, constructing and operating all mass transportation facilities and services so that they are as available to the elderly and handicapped as to nonhandicapped citizens.

The nature and timing of action by Congress on these bills will significantly affect the scope of ODOT programs during the next several years.

Parks Due To Open

Most Oregon State Parks with overnight camping facilities will open for the 1976 season on Friday, April 16, according to David G. Talbot, state parks superintendent.

Talbot added that in an effort to accommodate persons wishing to camp during the school spring vacation Oswald West State Park, north of Manzanita on the coast, was opened on March 12.

Eight parks with overnight camping facilities remain open all year long. They are Beverly Beach, Bullards Beach, Cape Lookout, Fort Stevens, Harris Beach, Jessie M. Honeyman, Champoeg, and Valley of the Rogue. All but the last two are along the coast.

Talbot cautioned that weather conditions could force a change, but approximately 20 camps are scheduled to open on April 16.

Day-use areas at all Oregon State Parks are kept open the entire year where weather conditions permit. Weather conditions at higher elevations may cause delay in opening of some areas.

STUDED TIRE NOTE

Motorists are reminded that use of studded tires on highways within the state is illegal after April 30. Motorists are asked to remove their studded tires as soon as possible, if weather conditions permit, to avoid damage to the highway system.

By statute, use of studded tires in Oregon is permitted between November 1 through April 30. The Transportation Commission has authority to shorten or lengthen this period if conditions warrant.

Political Rights Spelled Out for Employees

With election time fast approaching, employees need to be aware of their rights and restrictions during the political campaigns. The following information is furnished by the Personnel Division of the Executive Department.

Oregon law provides: "No public employe shall solicit any money, influence, service or other thing of value or otherwise aid or promote any political committee or the nomination or election of any person to public office while on the job during working hours. However, nothing in this section is intended to restrict the right of a public employe to express his personal political views."

This section permits a state employe to engage in political activities except during working hours. A person, on his own time, may: -- participate in political management activities as an officer of a political party, organization or club; -- attend and participate in the proceedings of political conventions; -- be a candidate for partisan political office provided that he or she is not subject to the federal Hatch Act; -- sign and initiate nominating petitions or otherwise actively campaign for candidates in partisan elections; -- make voluntary financial contributions to or solicit and collect voluntary contributions for a political party or organization; -- express his or her political opinions orally, in writing, by means of wearing political buttons or by displaying political posters; -- and assist at the polls as a clerk, checker, watcher, challenger or in a similar capacity.

Oregon law protects state employes from being required to make involuntary contributions of money, services or other things of value to political candidates or committees. State agencies are required to post notices apprising employes of their political rights in a conspicuous place.

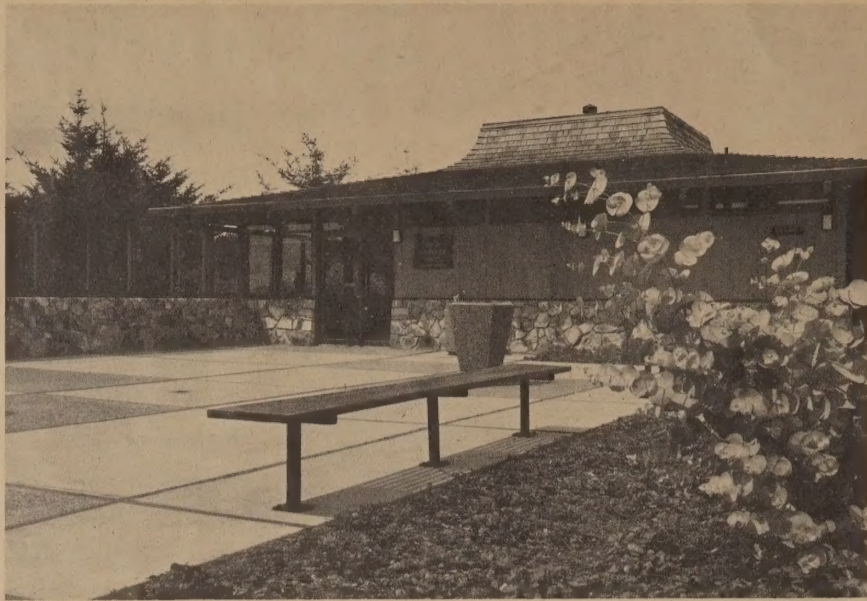
The federal Hatch Act pertains to officers and employes of a state or local government agency, provided that their principal employment is concerned with an activity which is financed in whole or in part by loans or grants made by the federal government.

Such employes continue to be covered by the Hatch Act while on annual leave, sick leave or leave without pay. Among programs covered are highways, aeronautics and transportation.

The Hatch Act does not apply to an employe within an agency who exercises no functions in connection with the federally financed activity.

Changes in the act, which became effective January 1975, permit state employes to voluntarily work during their personal time for the election of candidates of their choice who are running in partisan campaigns for public office. These restrictions do not apply to one's wife or husband. Covered officers and employes are permitted to be candidates in nonpartisan elections, such as for school boards.

At the time of publication both houses of Congress have passed



STATE INFO CENTER AT BROOKINGS

Border Info Centers Set To Greet Tourists

A big welcome and an abundance of information will be offered to Oregon's visitors at the state's six border information centers which open May 1.

The centers, which are operated by the Highway Division's Travel Information Section, will remain open seven days a week through October 31. Locations of the centers are near Ashland and Portland on I-5, Brookings and Astoria on US 101, Klamath Falls on US 97 and Ontario on I-80N.

The centers are staffed by trained personnel who furnish a wide variety of maps and brochures to visitors, as well as answer travelers' inquiries. The information and assistance

provided not only will help make visitors' stays in Oregon more enjoyable but should encourage them to spend more time visiting the state's many attractions.

Almost 4 percent more visitors were served at the information centers last year than in 1974. Nearly 217,000 visitors were counted during the six-month operating season in 1975. The largest '75 visitor count increases were recorded at Astoria (26.4 percent) and Brookings (22.7 percent) on the coast. The center near Ontario on the Oregon-Idaho border registered a 20.1 percent increase.

The Siskiyou Information Center near the Oregon-California border served the largest number of people, 70,658 in 1975, but had a 1.4 percent decline from its 1974 visitor count.

Oregon Film Draws Raves

"Oregon's Many Faces," the State Highway Division's newest travel movie, has been receiving many favorable critiques since the film was released last November.

The movie differs from the usual travelog type of film in that appropriate background music and existing signs are used along with the photography of filmmaker Ron Nolan to tell the Oregon travel story. Scenic and recreational attractions throughout the state are featured in the 27-minute, 16mm color film.

"Oregon's Many Faces," along with several other movies featuring the state's visitor attractions, are loaned by the Travel Information Section to groups and facilities throughout the nation. The movie may be obtained by contacting the Travel Information Section, 101 Highway Building, Salem, Oregon 97310 (telephone: 378-6309).

legislation which would repeal the Hatch Act but indications were that President Ford would veto the action because it would "politicize the civil service."

If there are any questions about what an ODOT employe can do in political campaigns, it is recommended that the ODOT legal office, 378-4259, be contacted.

JOINT MEETING HELD

Resident Engineers in regions 4 and 5 recently held a joint meeting for an interchange of ideas and tactics. Because of the success of the meeting, they plan to meet annually and perhaps involve other regions.

Sipprell Leaves

(Continued from Page 1)

terms that the committee did not feel that way. As a consequence, the budget for litter pickup was increased and Ralph earned the title "Mr. Litter."

He has been an annual delegate to the meetings of the Western Region Council of Governments since 1955. He also served on the National Cooperative Highway Research Program in 1967-68 in an advisory capacity on preparation of a report on oversize-overweight permit operations on state highways.

Sipprell was born on April 25, 1911, in New Westminster, British Columbia, but his parents moved to the United States when he was less than a year old. He is a graduate of Salem High School. He and his wife of 42 years, Wilma, live at 743 Maine Avenue NE, Salem. They have two sons, Ralph C., an attorney in Portland, and Steven, at home.

He is a former member of the UGN Board of Directors and the Salem City Club. For eight years, with two of them as chairman, he was a member of the former Keizer School Board. He was a member five times, and twice chairman of the steering committee for the U.S. Savings Bond campaigns for state employes, and in 1966 was state government chairman of the UGN campaign. He has served for eight years as the division's representative on and as executive-secretary of the Minor Court Rules Committee.

After retirement, Ralph says he plans to practice his golf a little more so he can recoup some of the losses he has suffered over the years. He will spend time in his backyard garden as a gentleman farmer so he can supply his friends with produce. And perhaps there will be a little time for fishing. Of first priority, however, he said were the "Honey, do jobs."

His friends and fellow workers plan to honor Ralph at a retirement party to be held at the Salem Elks Lodge starting at 6:30 p.m., April 30. Tickets, which must be obtained in advance, may be purchased at the Public Affairs Office in the State Highway Building in Salem.

Bids Asked for Dental Insurance

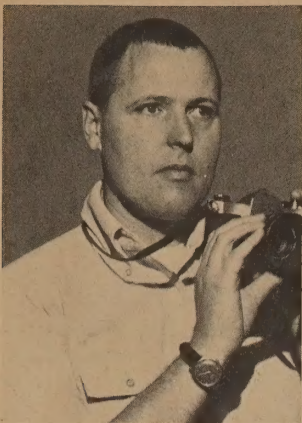
Many ODOT employees have made inquiries to the Personnel Operations Section concerning the proposed dental insurance program.

The 1975 Oregon legislature provided a state contribution of \$5.00 per month per employee to help defray the cost. This was to become effective August 1, 1976.

The Oregon State Benefits Board has called for bids, and there has been considerable interest by those firms offering dental insurance program for employees, together with optional family coverage, which would be in addition to the \$5.00 state contribution.

VIA

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of the Oregon Department of Transportation
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Jerry Robertson is Via's inquiring photographer. He selects his own subjects. Via's editors frame the question of the month. Answers are edited only for length.

CANDID COMMENTS

Do you think communications are adequate within ODOT? In other words, do you think employees know enough about what's happening in the department?



FLORENCE NEAVOLL
ODOT DIRECTOR'S OFFICE

We have been striving to improve our communications but with our growing organization, I personally feel we are weak in some areas. I hope this newspaper will serve as a means of keeping all our employees informed about their organization.



CAROL LIVIE
AERONAUTICS
EXEC. ASST.

Feel that working with the DOT now I have been getting communications better than in the past. Through the newspaper it will also help. The individual people can get across their feelings and get their input across.



ALAN LANTIS
HWY SERVICE STATION
AUTO SERVICE WORKER

No, I don't. I would like to know more about the future of the DOT. I do wish the paper lots of luck because we do need it to help with communications.



SHARON ROBINSON
MASS TRANSIT

No. In my case, my knowledge is not comprehensive enough. I know about offices I have frequent contact with and none about those offices I don't.



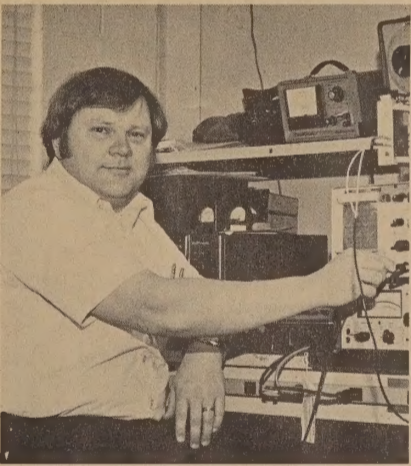
AL ARMSTRONG
MOTOR VEHICLES DIV.
MOTOR VEHICLES REP.

Sometimes you find a breakdown. Think it is pretty good as a whole, but there is room for improvement.



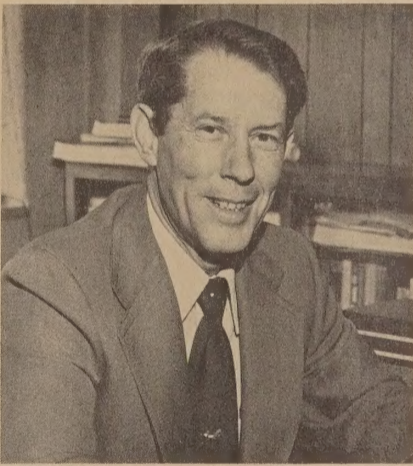
RICK HORTON
STATE PARKS
PARK RANGER I

Yes I do as far as the Department is concerned — at least to the point that I know the basics of what people do.



DON PFOHL
COMMUNICATIONS SHOP
RADIO TECH. II

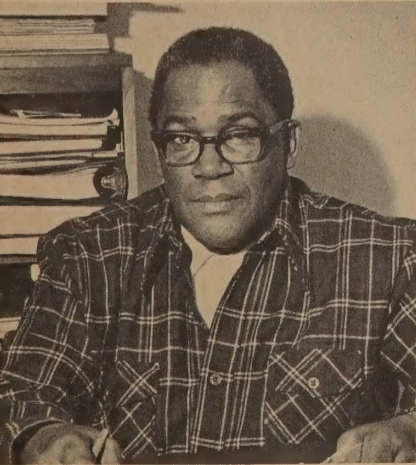
I personally do not. I do not know what the Department of Transportation is or what it is doing outside of my own division.



ED HUNTER
DEPUTY HIGHWAY ENGINEER

Internal communications in a large organization such as ODOT are difficult to maintain at a level considered "adequate" by all personnel. I don't believe that communications are "adequate" at the present time, however, the monthly newspaper VIA can certainly go a long way toward filling that void.

I'm hopeful that our employees will feel free to discuss their informational needs with George Bell and the Public Affairs staff because he can fill those needs only if they are known to him.



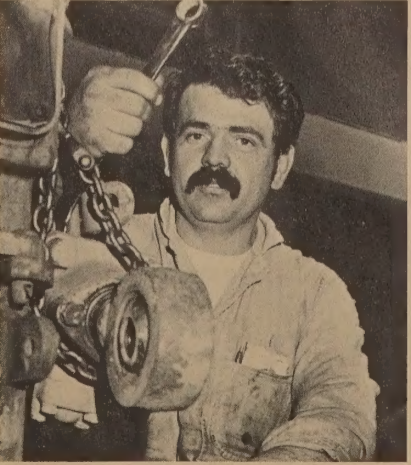
BILL TEBEAU
LOCATION ENGINEER

No. Communications in the Division can be made a whole lot stronger—both written and orally.



DOROTHY TRANSIT
PROJECT INSPECTOR

"I never have any trouble communicating".



TOM MEIER
HWY HEAVY EQUIP SHOP

I think they are here. I have only been here a year and don't know what it is all about. I think communications are fair.

Metro Changes To Meet Tasks

The Metropolitan Section of the Highway Division was recently reorganized to accomplish planning and design for major Portland Metropolitan projects.

Construction contract administration for Metro has been transferred to Region 1 office in Milwaukie. This enables the Metropolitan Section to devote full effort to the increasingly complex project planning and design process necessary in a large metropolitan area.

Robert N. Bothman, Supervisor of the Metropolitan Section as Assistant State Highway Engineer, has assigned full-time project engineers to the major projects underway. Bob Ewen is assigned the responsibility for the I-205 East Portland Freeway. Wayne Schulte assists on the I-205 project as information officer.

Don Adams is project engineer for the Sunset and Banfield transitways. Gary Ross has been assigned to the project as assistant project engineer.

Metro Planning Engineer Max Klotz has responsibility for 20 other active projects. Major projects included are the I-505 Industrial Freeway, West Portland Park & Ride, Powell Blvd. and S.W. Front Ave. Assisting Klotz as project coordinators and information officers are Vern Butzer (West Portland Park & Ride and Barbur Blvd. Bus lanes), Leon Sage (I-505), and Mike Borresen (Powell Blvd.)

Varied Insurance Plans Offered

Many employees have indicated that they are confused with all of the various insurance plans offered. To help eliminate some of this confusion listed briefly are the coverages available under the four insurance headings:

HEALTH-MEDICAL PLANS

Coverage is offered state-wide by Blue Cross of Oregon and by the Keiser Plan for employees in the greater Portland area who choose Keiser rather than Blue Cross. Up to \$30 of the cost of this is paid by the state.

LIFE INSURANCE

Many current employees in ODOT have coverage under the California-Western States Life Insurance Company, a plan which originated many years ago in the Highway Division. This company, however, has not offered open periods and the coverage is therefore not available to new employees.

New employees may secure coverage under the First Far West Life Insurance Company and if they are members of the OSEA they may obtain coverage under its plan which is offered by the Life Insurance Company of New Hampshire. OSEA members may also have dual coverage under the First Far West contract.

LONG-TERM DISABILITY

This coverage is offered by the Fireman's Fund Insurance Company

HEAVY CONSTRUCTION PROGRAM READY

Region 3 is in the midst of a heavy construction program. Among the more significant projects are:

* **Garden Valley Interchange-Fairgrounds Interchange** Section of I-5 in Roseburg: Mt. Nebo cut is now in its final stages with approximately 40,000 cubic yards of material remaining. Completion of this work is expected in early April. Grading is commencing at Fairgrounds Interchange and southbound structure work is progressing faster than anticipated. Project completion is set for late fall of 1976. There is still one-lane traffic northbound and southbound through the project.

* **Barnett Road Undercrossing** Section of I-5 in Medford: All steel was set into place around mid-March thereby eliminating any further need for freeway closures. The project is

now in the deck forming stage and moving along rapidly according to Keith Martin, resident engineer.

* **Remainder of I-5:** One-lane traffic both northbound and southbound in various localized areas is required by contractors placing guardrail, median barrier and bridge paving dams. Winter weather conditions have slowed this project but with warmer weather and fair skies predicted, this work should wind down rapidly.

* **Winston-Shady Section of ORE 42:** Construction is nearing completion on this section with the final paving of top lift to be added when the weather permits.

* **Slater Creek-Mystic Creek Section of ORE 42:** Work is expected to begin about April 1. Traffic control will be one of the many complicated problems facing engineer and

contractor alike on this narrow, crooked section of highway. Roseburg Lumber Co., whose chip trucks travel this route many times daily, have rerouted many of their vehicles to the Umpqua Highway (ORE 38) to the north.

* **Mystic Creek-Muns Creek Section of ORE 42:** Resident Engineer Marty Havig is in the process of locating this section. Problems encountered will be similar to those on the Slater Creek-Mystic Creek Section.

* **Hayes Hill-California State Line Section of US199:** Work on this recently-let contract is in the clearing and grubbing stage. Utility adjustments are being made. Some minor traffic delays will be encountered as clearing and tree falling continue. As weather improves, activity will increase.

* **Broadbend Section of Powers Highway:** Work is just getting underway. Clearing has been most of the winter activity. Grading will commence with improving weather. Frank Morrison is resident engineer.

* **Elk River-Port Orford Section of US 101:** Clearing work has been moving slowly during the winter. Bridge work on the Garrison Slough structure is progressing with construction of a temporary work trestle as a prime objective at present. With improved weather, work is expected to move rapidly ahead.

Safety Record Set By Crew

As of March 2, a field engineering crew of the Highway Division has accumulated over 350,000 man-hours without a time-loss injury.

Resident Engineer Ed Hall's crew of Salem has been working since January 1, 1976, to attain its record.

It would take one person over 168 years to work 350,000 hours, without overtime. A five-man crew would have to work more than 33 years without overtime to accomplish this. Because of the size of the crew, the record was attained in nine years and two and a half months.

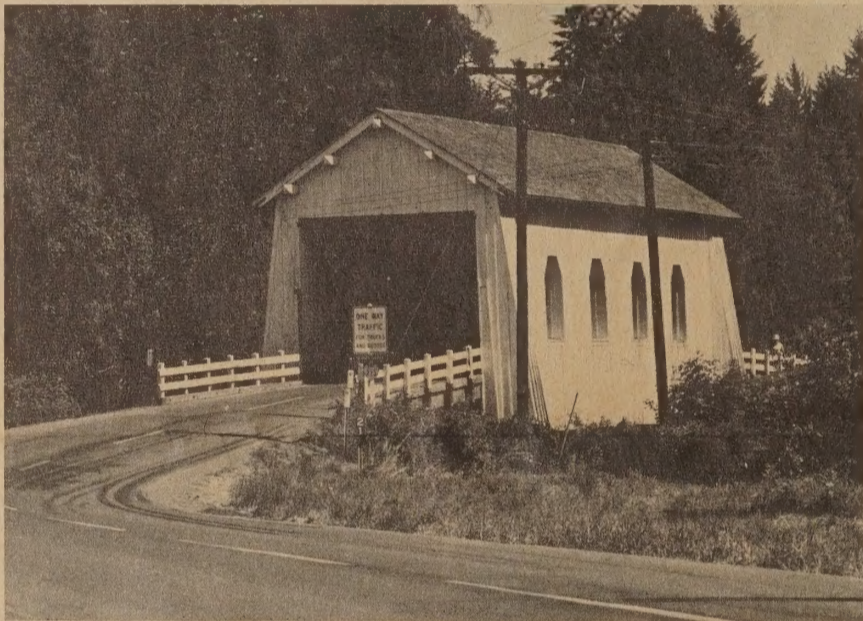
The crew has been located in Salem since 1964. Because of the major construction project, the crew has averaged over 25 members for the past three years. The crew holds monthly safety meetings, and they feel this is a major reason for keeping the crew members thinking and acting safely.

In addition to the freeway construction projects, since January 1967, the crew has worked on Lancaster Drive widening from East Pacific Highway to Silverton Road, North River Road widening from Wheatland Avenue to Chemawa Road, Rickreall to Independence Junction, Holmes Gap to Baskett Slough, Independence Junction to West Salem, and State Street to Santiam Interchange. There have also been numerous location projects.

SLIDE COURSE HELD

Several resident engineers, district engineers, geologists and regional engineer personnel in Region 3 have been taking a brief four-part course in earth slide analysis conducted by Ed Johnson, special studies and cost engineer of the Construction Section in Salem.

COVERED BRIDGE MOVED



The last covered bridge on Oregon's state highway system was moved on March 16 to a new location about 60 feet away from its old site.

The 50-year old Ritner Creek Bridge on ORE 223, located about 3.6 miles south of Pedee in Polk County, will be replaced by a modern concrete structure.

A spirited citizen campaign was begun several years ago to save the old structure, after an announcement by the Highway Division that it had become a traffic hazard and would have to be replaced.

Voters in Polk County last year approved a one-time \$29,000

property tax levy to save the bridge, and a \$2,000 continuing levy to maintain it.

The historic bridge will now be incorporated into a park at the confluence of Ritner Creek and Luckiamute River. Plans call for the addition of a small parking lot and for the bridge to be repainted and repaired.

The new bridge is about half finished, and is already carrying some traffic. Relocation of the old structure will permit work to proceed on the other half of the new bridge. Completion is expected in early July.

and is an income protection plan in case of long-term disability.

ACCIDENTAL DEATH

This plan provides 24-hour personal protection and is offered by the Hartford Insurance Company. Similar insurance is also offered by the Insurance Company of North America and in addition to A. D. & D., this plan also covers continued disability and hospital confinement.

ENROLLMENT

Enrollment under the Health and Medical plans must be accomplished within 60 days following the date of employment or during the annual open period which is normally in June. Enrollment in all of the other plans must also be during the initial

60 days of employment or during open periods. Most of the non-medical health plans, however, will accept employees at any time by the submission of evidence of insurability with such evidence being acceptable to the company. Part-time employees may enroll if they work 20 hours or more a week and their employment is expected to exceed 90 days. Seasonal employees may enroll if their employment is expected to exceed 90 days.

If an employee transfers between agencies, he must re-enroll for all of his insurance coverages.

For those desiring additional information, or wishing to sign up for one of the programs, it is recommended they talk to their supervisor.

Employee Relations Issues Continue Unsettled

One of the most common questions among employees and supervisors in the Department of Transportation is the standing of collective bargaining in the organization. "Are there still two units in Highway?" and "Who is excluded - or does anyone know?" are typical questions.

Because of the great interest and concern on the part of employees, Carroll Keasey, chairman of the highway bargaining team and Gene Huntley, head of labor relations for ODOT have provided Via with the latest information on the current labor relations scene.

LABOR RELATIONS IN DISPUTE

During the fall of 1974 and the spring of 1975, members of the Highway Division met a number of times with representatives of the Oregon State Employees Association and the Association of Engineering Employees of Oregon in an endeavor to reach agreement on a revised excluded list. This was not concluded, and it was believed at that time that it would be necessary to go to the Public Employment Relations Board for a final determination before issuing any revised list.

Then in April 1975, an interpretation from the Attorney General's Office indicated that excluded lists do not have to be negotiated with unions and, in fact, that it was both the duty and the responsibility of the management of an agency to determine the excluded supervisory employees in the organization based on the statutory description of a supervisor-and to notify the employees affected.

The Highway Division completely reviewed the excluded list again and made necessary deletions and additions in keeping with the statute

defining "supervisory employee" and "confidential employee" and notified all employees who has been excluded.

Both the AEE and OSEA questioned the exclusions, claiming that they were too extensive.

The Oregon Employee Relations Board directed that a pre-hearing be held with all the parties concerned to determine if there could be a resolution. Highway met twice with AEE and reached agreement both on an expanded unit and received acceptance of the excluded list. However, agreement was not reached with the Oregon State Employees Association, and a second pre-hearing was held by the PERB.

CONTRACTS EXTENDED

Both the AEE and OSEA contracts were due to expire on October 15, 1975, so by mutual agreement and exchange of memoranda the contracts were extended until December 15, 1975, and then again until February 15, 1976. The contract was finally extended until May 15, 1976, or until new contracts are negotiated, whichever comes first.

In spite of the lack of clarification of units and excluded personnel, OSEA requested that Highway begin bargaining for a new contract for the main unit and a preliminary bargaining session was held for about four hours on November 24. The Highway team went through the proposals, but indicated doubt to the OSEA representatives that they could bargain until the unit was clarified, as well as they excluded list.

BARGAINING DISCONTINUED

On December 1, the Attorney General's Office advised that it would probably be an "unfair labor practice" to try to bargain when the

ADVANCEMENTS ANNOUNCED

Following is a list of ODOT personnel who have been promoted since the first of the year. The list does not include personnel from Motor Vehicles Division who are covered in their publication "Behind The Wheel." Via plans to publish a monthly list of promotions.

CONGRATULATIONS!

Leland W. Anderson, highway maintenance worker to journeyman maintenance worker, Maupin.

Melvin L. Baker, assistant section supervisor to section supervisor, La Grande.

Terrence L. Bonn, heavy equipment mechanic 1 to heavy equipment mechanic 2, Salem.

Margaret A. Branagan, clerical assistant to secretary in Metropolitan Section, Portland.

Clifford P. Caldwell, engineering assistant to sr. party chief in Location Section, Salem.

Deborah L. Captain, clerical assistant to secretary in Permits Unit, Salem.

Duane O. Christensen, supervising design engineer in Bridge Design Section to final design engineer in Road Design Section, Salem.

John M. Crawford, highway maintenance worker to journeyman maintenance worker, Clatskanie.

Patricia L. Dunn, secretary in Permits Unit to administrative assistant in General Services, Salem.

Dan N. Evey, journeyman maintenance worker in Manning to assistant section supervisor, McMinnville.

Edward E. Fischler, jr. park manager to sr. park manager, Humbug State Park.

Jim R. Fitzgerald, highway maintenance supervisor to journeyman maintenance supervisor, Klamath Falls.

Francis N. Flanagan, review appraiser to property manager in Right of Way Section, Salem.

Peter J. Goeller, sr. draftsman in Project Management Section to transportation analyst in Planning Section, Salem.

David D. Henderson, park management assistant at South Beach State Park to park manager 2, Beverly Beach State Park.

Roxanne D. Hicks, clerical assistant to secretary, Bend.

John I. Irwin, signal designer to assistant signal engineer in Traffic Section, Salem.

Donna L. Kilber, environmental technician to project manager in Environmental Section, Salem.

Richard A. Kuehn, region traffic engineer, Region 2, to district engineer, Salem.

John Z. Lineville, journeyman maintenance worker to sr. maintenance worker, Salem.

Jack O. Luehrs, photogrammetrist to supervising photogrammetrist in Location Section, Salem.

Dennis P. Matney, appraiser to regional property agent, Eugene.

Steven F. McCarty, highway maintenance worker to journeyman maintenance worker, Clatskanie.

Fred A. Mitchell, assistant section supervisor at Woodburn to section supervisor, Port Orford.

Arthur R. Rosenblad, heavy equipment mechanic 1 to heavy equipment mechanic 2, Salem.

William E. Smiley, jr. inspector to sr. inspector, Medford.

Frank E. Terpin, final design engineer in Road Design Section to location engineer in Location Section, Salem.

Don E. Torkelson, journeyman maintenance worker to sr. maintenance worker, Juntura.

John W. White, sr. maint. supervisor to assistant section supervisor, Juntura.

Larry F. Wilkie, journeyman maintenance supervisor to sr. maintenance supervisor, Lakeview.

issues mentioned were not settled-and that the team should cease meeting with OSEA. About this time, a dispute developed between AEE and OSEA - with ODOT remaining neutral.

OSEA indicated that they would no longer make any attempt to jointly represent with AEE, the Engineering and Allied Unit. OSEA further petitioned that the Engineering and Allied Unit be abolished and that there be just one main unit for all of ODOT (exclusive of the Motor Vehicles Division). The AEE petitioned for the continuation of the Engineering and Allied Unit, but with its extension vertically into ODOT to include the Planning Branch and the Aeronautics Division.

ODOT representatives indicated that from an administrative standpoint, and from the standpoint of tradition and community interest, that they would favor the extension of the Engineering and Allied Unit up into ODOT; the extension of the main unit of Highway vertically to include all appropriate ODOT personnel; and the continuation of a separate unit for the Motor Vehicles Division. ODOT further recommended that all maintenance supervisors and all park managers be excluded from the units.

DAYS OF HEARINGS

Two pre-hearings before the Employment Relations Board were held in December. No significant agreement was reached in these pre-hearings and the hearings officer concluded that there would have to be a full formal hearing with evidence, witnesses, and similar items.

In January, there were 2 1/2 days of formal hearings conducted with ODOT, AEE and OSEA represented. By stipulation, the three parties agreed on the excluded employees, except for two positions in the Construction Section which will have to be ruled on by ERB. By agreement, maintenance supervisors and park managers are excluded.

The parties were given until February 17 to file briefs and to

respond. When the OERB hearings officer rules, he will determine the final excluded list, and the appropriate units to exist in ODOT.

A recent check with the hearings officer indicates there is a heavy backlog of various cases and that the ruling probably will not come until sometime in April. In the meantime, the Highway Division has agreed to extend again the contracts until May 15, or until new contracts are negotiated, whichever occurs first.

OH, DOTTIE!

by Priem



WHAT A GREAT IDEA FOR A CARTOON!

Makin Aims At Olympics



AT THE READY

By John Earley

"Practice makes perfect" is the policy of one ODOT employee, as he prepares for a shot at this summer's Olympic Games in Montreal.

Mel Makin, an engineer in ODOT's planning section, is an expert pistol shot, perhaps one of the best in the country. At last year's Pan-American Games, he won three gold medals and one silver.

Makin has a burning desire to make the Olympic team this July and win another gold or two for the United States. But he says the competition is going to be really tough. At the Pan-Am games, there was competition in four areas of pistol shooting while at the

Olympics, there will be competition in only two areas.

At Mexico City, where the Pan-Am games were held, Makin won gold medals in the Individual Rapid Fire event (his specialty), Rapid Fire Team, and Free Pistol Team, and a silver medal in Individual Free Pistol.

The Olympics will only offer the Individual Free Pistol and Individual Rapid Fire events. Because of the limited number of events, the competition is tough, Makin said, and the Olympic Committee may want to spread out composition of the team among more people and permit an individual to participate in only one event.

Makin has set an intensified training program which began last January. He shoots, usually at a range he has constructed in his garage, about two hours a day, four days a week, Monday through Thursday. On Friday, he leaves for weekend matches which can be any place in the country.

He has been asked to participate in an invitational match in Mexico City. Another upcoming event is the Interservice matches to be held at Fort Benning, Georgia (Makin is a member of the Army Reserve) the last week in April. Then it will be on to Phoenix and the Olympic Trials in the final week of June leading to Montreal.

In addition to his shooting, Makin runs about three miles, three times a week, and does special calisthenics.

Makin expects the stiffest competition at the Olympics will

come from the bloc countries, such as Russia, East Germany, West Germany and Czechoslovakia. These countries have dominated pistol and rifle shooting for some years, he said.

Makin took up the sport of pistol shooting when he was transferred by the Highway Division to Salem from northeastern Oregon. He joined a gun club, and after a couple of years, he began to get really serious, Makin explained.

A native of Enterprise, Makin now lives in Aumsville. His wife Sue is also a champion pistol shooter, being defending Oregon women's pistol champ.

Makin knows he can not bring home as much gold as he did from Mexico City. But he doesn't aim to come home empty-handed either.



MEL'S MEDALS

PROGRAM AVAILABILITY LISTED

The following are some programs and news items of interest to ODOT employees available through the Organization and Manpower Services Branch:

The Rest of Your Life: A film to be viewed by all—from new employee to those nearing retirement age. This 25-minute film carries a message for everyone. You may secure this film by calling Ray Stose in Salem at 378-2638.

Plan Now for Your Retirement: This Retirement Preparation Guide Series (RPG) is developed by Dr. Vincent Manion, and other professional associates of Retirement Services, Inc., Eugene, Oregon. Included are 10 articles on the subject of retirement. Each article introduces a separate issue important to your retirement planning. To secure your copy, write: Retirement Services, Inc., P.O. Box 5325, Eugene, Oregon 97405. Cost: \$5.95 and \$.55 postage.

Disability Retirement Up: Disability retirements by Federal civilian employees increased by 170 percent between July 1, 1954 and June 30, 1974. They increased from 412 per 100,000 employees covered in FY-1955 to 1,128 per 100,000 covered in 1974. Upward trends were noted in nearly all disease categories, but were highest for disabilities attributed to psychoneurosis, cirrhosis of the liver, and loss of hearing. Cardiovascular diseases remained the largest single cause, but showed a gradual decrease.

ODOT Exams for Application are now being sent out to the field offices via Highway Division's teletype lines. For further information on open exams, check with your ODOT personnel office in Salem at 378-6555, MVD personnel office in Salem at 378-6901, Executive Department Personnel Offices, area State Employment Offices, Region Highway Offices and Highway Building bulletin boards in Salem.

Interviewing Skills for Managers and Supervisors: This program is designed for use either by groups or by individuals who conduct employment interviews. Tapes may be secured by calling 378-8077. Workbooks should be secured prior to calling for tapes by writing Audio Training Corporation, 300 Central Park West, New York, NY 10024. Ask for Managers and Supervisors Workbooks: 1-25 copies, \$12 each; 25-100 copies, \$10 each; over 100 copies \$9 each.

Calculators Okayed for State Tests

Persons taking tests for positions in state agencies are now allowed to use electronic calculators at any of the test centers, according to William Hughes, administrator of the Executive Personnel Division.

Hughes says the calculators must be battery operated and must be quiet so other applicants aren't disturbed.

Oregon Trail Brochure Ready

As a contribution to the celebration of the nation's bicentennial in Oregon, the State Highway Division has published a revised edition of the OREGON TRAIL brochure.

Resembling the Highway Division's Lewis and Clark brochure in size and format, the new Oregon Trail folder features a detailed map of the trail in Oregon. Significant geographical and historic landmarks and other points of interest are indicated on the map, as are the locations of today's major highways along the route.

An account of the obstacles, hardships and adventures that confronted the Oregon Trail migrants as they crossed the state accompanies the map. Much of the account, which includes descriptions of the journey in the words of the pioneer travelers, is based on research performed by Stephen D. Beckham, associate professor of history at Linfield College.

Brief summaries concerning the origination of the trail and its path from Independence, Missouri to the Willamette Valley also are included in the folder. Photographs show portions of the route as they appear today.

The brochure is available at chamber of commerce and government visitor information centers throughout the state and from the Travel Information Section of the State Highway Division, Room 101 State Highway Building, Salem 97310.

RETIREE NEWS

Editor's Note: We asked our ODOT retirees if they'd be interested in receiving Via. Here are a few of the answers we received:

Jack May 502 W. Harrison, Roseburg: "Will be nice to get the news once more, as I have had no word for several years. I just felt I was another forgotten past employee of no consequence. Thanks very much."

Helen Ingrey 12705 SE River Rd., Portland: "I am still interested in Highway Division activities after all the many years since my retirement. Most of the ones now working there were not born yet when I began working there."

P.M. Steve Stephenson 789 Greenwood Dr., N.E., Salem: "Of course I want to receive Via."

Lester Farnum 915 16th St., N.E., Salem: "Yes I would like to receive your newspaper. I taught Baldock (former chief hwy. engineer) how to drive his first gear shift car."

George Churchill 3393 S.W. Shore Blvd., Lake Oswego: "I do, I do!"

Robert H. Clark, Century Drive Mobile Park, Bend: "I wish to receive the paper, but what the heck is Via?"

William L. Lockyear 1914 E. 17th St., Eugene: "I will be very happy to receive the Via newspaper. Sometime in the near future I would like to send an article of my past experiences." (Bill, we'd like to receive it. We're thinking of doing a regular column "Retiree News", what do you think? Ed.)

Bus Service Planned

Hourly bus service between the Highway Building on the Capitol Mall and the East Salem shops and offices will include a stop at the State Parks Branch offices at High and Trade Streets, beginning April 1. The bus will arrive at the new parks offices at eight minutes past the hour between 8 am and 4 pm.